

From: aaron@urbanplaceconsulting.com
Subject: RE: future Fig/NoHo rate amendments
Date: April 22, 2016 at 9:30 AM
To: Hector.Romero@securitasinc.com



Those are a bit different, especially the NoHo SLO you sent when you compare to the bike officer amendment we signed in late January for Bike Patrol. For example, \$11.50/\$11.50 versus the \$11.50/\$11.50

Will give you a call to discuss in a bit.
I can tell you though, with the City minimum wage hitting we won't be able to absorb any increases and may need to cut positions.

Aaron Aulenta
Urban Place Consulting Group
aaron@urbanplaceconsulting.com

----- Original Message -----

Subject: RE: future Fig/NoHo rate amendments
From: <Hector.Romero@securitasinc.com>
Date: Fri, April 22, 2016 8:59 am
To: <aaron@urbanplaceconsulting.com>

Hi Aaron,

Give me a call to discuss the attach number is what I come up with.

Thanks,

Hector Romero, Branch Manager • Securitas Pacific Region
Los Angeles Area • 1055 Wilshire Blvd, Suite 1600 • Los Angeles, CA 90017
213.637.5500 (office) • 213.276.5864 (cell) • 818.532.1742 (fax)



The Leader In Protective Services

For more information, click here.

From: aaron@urbanplaceconsulting.com [<mailto:aaron@urbanplaceconsulting.com>]
Sent: Thursday, April 21, 2016 1:22 PM
To: Hector Romero (60476)
Subject: future Fig/NoHo rate amendments

Hi Hector,

Attached are two items to create future contract amendments for:

Fig. Rate and Holiday amendment

-Fig Rate and Holiday amendment

New rates begin effective July 1, 2016 to June 30, 2017.

Adding 2 observed holidays- Memorial Day and Labor Day

-NoHo rate amendment for Senior Lead position that would be used once we promote someone. We forgot to change/update this positions rate structure when we added most recent amendment.

*Note- please confirm the multiplier I used for bill rate is correct.

Thanks,
Aaron

Aaron Aulenta
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From: aaron@urbanplaceconsulting.com
Subject: RE: future Fig/NoHo rate amendments
Date: April 22, 2016 at 11:11 AM
To: Hector.Romero@securitasinc.com



Hector,

Sounds good on NoHo, and here's Fig's chart back (I had messed up on a couple bill rates).

As I mentioned, the bill rates I have are based on the Fig contract. The multiplier we used on the corresponding pay rate is [REDACTED] then add [REDACTED] onto the bill rate.

To that end, and helping me project for Fig's 2017 budget (assuming no increases) see the chart next to the current amendment #'s. Just confirm bill rates that I have for future pay rate increases. Our plan is to increase everyone's pay each July 1 to stay ahead of the minimum wage increase into 2020. Our labor budgets are going to get messed up.

For NoHo projections in 2017, I'll send you the pay rates I need corresponding bill rates for. Please use our same multiplier with no increases. Same plan in NoHo for now, increase pay rates each year to stay ahead of the minimum wage.

Thanks,
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aaron@urbanplaceconsulting.com

----- Original Message -----

Subject: RE: future Fig/NoHo rate amendments
From: <Hector.Romero@securitasinc.com>
Date: Fri, April 22, 2016 10:39 am
To: <aaron@urbanplaceconsulting.com>

Got you, I okay with the NOHO Senior lead bill rates. Call me to discuss Fig.

Hector Romero, Branch Manager • Securitas Pacific Region
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From: aaron@urbanplaceconsulting.com [<mailto:aaron@urbanplaceconsulting.com>]
Sent: Fridav. April 22. 2016 9:31 AM

To: Hector Romero (60476)
Subject: RE: future Fig/NoHo rate amendments

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From: aaron@urbanplaceconsulting.com
Subject: RE: future Fig/NoHo rate amendments
Date: April 22, 2016 at 12:53 PM
To: Hector.Romero@securitasinc.com



Crap. See attached.

For NoHo 2017 projections, I just need bill rates for what would be new steps for LT and Captain positions.

The pay rates are:

\$15.75

\$18.00

I have bill rates already for the other bike officer steps.

Aaron Aulenta
Urban Place Consulting Group
aaron@urbanplaceconsulting.com

----- Original Message -----

Subject: RE: future Fig/NoHo rate amendments

From: <Hector.Romero@securitasinc.com>

Date: Fri, April 22, 2016 12:13 pm

To: <aaron@urbanplaceconsulting.com>

No attachment.

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From: aaron@urbanplaceconsulting.com [<mailto:aaron@urbanplaceconsulting.com>]

Sent: Friday, April 22, 2016 11:12 AM

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Ambassador	Pay Rates	July 2016- June 2017 Bill Rate	OT/Holiday Hourly Bil Rate
Starting	\$12.00	[REDACTED]	
6m	\$12.50	[REDACTED]	
1 year	\$13.00	[REDACTED]	
2 year	\$13.50	[REDACTED]	
Dispatch			
Starting	\$12.25	[REDACTED]	
6m	\$12.75	[REDACTED]	
1 year	\$13.25	[REDACTED]	
2 year	\$13.75	[REDACTED]	
SLO			
Starting	\$12.50	[REDACTED]	
6m	\$13.00	[REDACTED]	
1 year	\$13.50	[REDACTED]	
2 year	\$14.00	[REDACTED]	
Captain			
Salary	\$26.75	[REDACTED]	[REDACTED]

Pay Rate	w. multiplier
\$11.75	\$ [REDACTED]
\$12.00	\$ [REDACTED]
\$12.25	\$ [REDACTED]
\$12.50	\$ [REDACTED]
\$12.75	\$ [REDACTED]
\$13.00	\$ [REDACTED]
\$13.25	\$ [REDACTED]
\$13.50	\$ [REDACTED]
\$13.75	\$ [REDACTED]
\$14.00	\$ [REDACTED]
\$14.25	\$ [REDACTED]
\$14.50	\$ [REDACTED]
\$14.75	\$ [REDACTED]
\$15.00	\$ [REDACTED]
\$15.25	\$ [REDACTED]
\$15.50	\$ [REDACTED]
\$15.75	\$ [REDACTED]
\$16.00	\$ [REDACTED]
\$16.25	\$ [REDACTED]
\$16.50	\$ [REDACTED]
\$16.75	\$ [REDACTED]
\$17.00	\$ [REDACTED]
\$17.25	\$ [REDACTED]
\$17.50	\$ [REDACTED]
\$17.75	\$ [REDACTED]
\$18.00	\$ [REDACTED]
\$18.25	\$ [REDACTED]

add 2 more holidays to the existing list- Memorial Day and Labor Day